



State of Nebraska  
EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION  
MEETING OF July 16, 2021

Commissioner Borchers called the meeting to order in Omaha, Nebraska at 9:07 a.m. on July 16, 2021. It was established, after a roll call, there was a quorum.

I. ROLL CALL

*Commissioners Present*

Patrick Borchers, Chairperson  
Eric Drumheller  
Arla Jo Meyer

John Arnold, Vice Chair  
Amber Schuppan

*Staff Present*

Marna Munn, Executive Director  
Shelley Foss, Unit Director  
Andrea Berry, Investigator III  
Kim Carrera-Bower, Staff Assistant

Paula Gardner, Unit Director  
Ben Watson, Unit Director  
Cherryll Batty, Staff Assistant

II. NOTICE OF PUBLICATION

Director Munn read the dates of publication for the current Commission meeting.

III. APPROVAL OF MINUTES – (May 21, 2021) (June 18, 2021)

Commissioner Borchers approved meeting minutes for May of 2021 and June of 2021.

IV. ADDITIONS OR CORRECTIONS

None at this time.

V. PUBLIC INPUT (Non-Case)

Limit of 5 minutes per person for a total of a 30-minute session.

No public input.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases, wherein a party to the case was present or provided a written statement, were moved to the front of the agenda under section VII. CASE DISPOSITIONS.

EOE

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VII. CASE DISPOSITIONS

- A. EMPLOYMENT (Complainant and Respondent were present)  
NEB 2-19/20-4-51275

Commissioner Arnold moved for no reasonable cause.

Commissioner Borchers seconded the motion.

ROLL CALL: Ayes: Commissioners Borchers, Arnold, Drumheller, Meyer,  
and Schuppan

Nays:

Abstained:

Motion Carried

- A. EMPLOYMENT (Respondent was present)  
NEB 2-19/20-6-51396

Commissioner Borchers moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Commissioners Arnold, Drumheller, Meyer, Schuppan  
and Borchers

Nays:

Abstained:

Motion Carried

- A. EMPLOYMENT (Complainant and Respondent were present)  
NEB 2-20/21-12-51755

Commissioner Drumheller moved for no reasonable cause.

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Commissioners Drumheller, Meyer, Schuppan,  
Borchers and Arnold

Nays:

Abstained:

Motion Carried

A. EMPLOYMENT (Respondent was present)  
NEB 2-20/21-12-51779

Commissioner Arnold moved for no reasonable cause.

Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Commissioners Meyer, Schuppan, Borchers, Arnold  
and Drumheller

Nays:

Abstained:

Motion Carried

A. EMPLOYMENT (Complainant was present)  
NEB 1-19/20-5-51363

Commissioner Borchers moved for no reasonable cause.

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Commissioners Drumheller, Meyer, Schuppan,  
Borchers and Arnold

Nays:

Abstained:

Motion Carried

A. EMPLOYMENT (Respondent was present)  
NEB 1-20/21-9-51583

Commissioner Borchers moved for no reasonable cause.

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Commissioners Meyer, Schuppan, Borchers, Arnold  
and Drumheller

Nays:

Abstained:

Motion Carried



B. PUBLIC ACCOMMODATION (Complainant provided a written statement)

NEB 2-20/21-9-3622

Commissioner Drumheller moved for no reasonable cause on the above cases.

Commissioner Schuppan seconded the motion.

ROLL CALL:           Ayes:     Commissioners Arnold, Drumheller, Meyer, Schuppan  
  and Borchers  
                                Nays:  
                                Abstained:  
                                Motion Carried

A. EMPLOYMENT

NEB 1-20/21-8-51482

NEB 2-20/21-7-51449

NEB 2-20/21-7-51430

NEB 1-20/21-9-51573

NEB 1-20/21-7-51452

NEB 1-19/20-12-51004

NEB 2-19/20-4-51249

NEB 1-19/20-3-51171

NEB 1-19/20-11-50935

NEB 1-20/21-8-51521

NEB 1-20/21-12-51766

NEB 3-20/21-11-51711

Commissioner Borchers moved for no reasonable cause on the above cases.

Commissioner Arnold seconded the motion.

ROLL CALL:           Ayes:     Commissioners Schuppan, Borchers, Arnold,  
  Drumheller, Meyer  
                                Nays:  
                                Abstained:  
                                Motion Carried

C. HOUSING

NEB 2-20/21-9-3626  
NEB 2-20/21-11-3635  
NEB 2-20/21-10-3629

Commissioner Borchers moved for no reasonable cause on the above cases.  
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Commissioners Borchers, Arnold, Drumheller, Meyer,  
and Schuppan  
Nays:  
Abstained:  
Motion Carried

VIII. SUCCESSFUL AGREEMENTS  
None at this time.

IX. ADMINISTRATIVE ACTIONS

A. FILED IN COURT  
NEB 1-20/21-8-51532

Commissioner Borchers moved to administratively close the above case based on the case being  
filed in court.  
Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Commissioners Arnold, Drumheller, Meyer, Schuppan,  
and Borchers  
Nays:  
Abstained:  
Motion Carried

B. LACK OF JURISDICTION  
NEB 1-20/21-10-3630  
NEB 1-20/21-10-51648

Commissioner Borchers moved to administratively close the above case based on lack of  
jurisdiction.  
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Commissioners Drumheller, Meyer, Schuppan,  
Borchers and Arnold  
Nays:  
Abstained:

Motion Carried

C. EEOC

NEB 1-19/20-6-51387

NEB 3-20/21-7-51467

Commissioner Borchers moved to adopt the findings of the EEOC.

Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Commissioners Meyer, Schuppan, Borchers, Arnold  
and Drumheller

Nays:

Abstained:

Motion Carried

D. WITHDRAWAL

NEB 2-20/21-11-51714

Commissioner Borchers moved to administratively close the case due to the withdrawal by the Complainant.

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Commissioners Arnold, Borchers, Meyer, Schuppan  
and Drumheller

Nays:

Abstained:

Motion Carried

X. CONCILIATION

2-19/20-10-50872-RS

Commissioner Borchers moved to adopt the findings of the Director of Conciliation.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Commissioners Borchers, Arnold, Drumheller, Meyer  
and Schuppan

Nays:

Abstained:

Motion Carried

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.





The Agency has interviewed 9 people for the open investigator position and hopes to hire someone in the next week or two. The pool of applicants may be utilized for future positions.

Director Munn discussed upgrades to the new office in Lincoln.

The new logo and letterhead and have been approved.

Director Munn announced trainings from HUD and LCHR and offered to make details available for Commissioners.

EEOC is making changes to their database which will require new training.

The agency has updated their remote working policies. The agency is waiting to hear about any potential Union issues with new policies. Until the policies are approved, the agency will continue their COVID-19 related policies.

Director Munn offered the following schedule for future meetings:

August 20 in Lincoln  
September 17 in Grand Island  
October 22 in Lincoln  
November 19 in Omaha  
December 17 in Lincoln

#### XV. ADJOURNMENT

Commissioner Borchers declared the July 16, 2021, Commission meeting ended at 11:49 a.m.

Commission Meeting Minutes

July 16, 2021

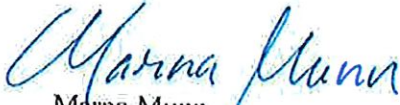
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Respectfully submitted,



Kim Carrera-Bower  
Staff Assistant

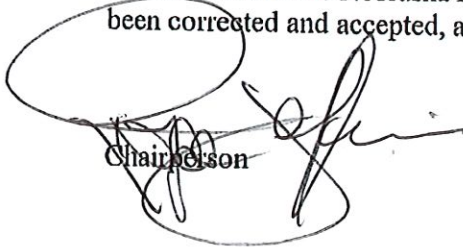
8/12/21  
Date



Marna Munn  
Executive Director

8/12/21  
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of July 16th, 2021, have been corrected and accepted, and henceforth approved on this date.



Chairperson

8-20-21  
Date